



LAMPIRAN

ANGKET PENELITIAN

A. Identitas Responden

Isilah Identitas Bapak/Ibu/Saudara/i dengan benar :

Nama :

Jenis Kelamin :

Umur :

Pendidikan :

Masa Kerja :

Status Pekerjaan :

B. Petunjuk Penelitian

1. Berilah tanda checklist () pada kolom sesuai dengan jawaban Bapak/Ibu/Saudara/i
2. Setiap pertanyaan hanya diisi dengan satu jawaban saja
3. Setiap pertanyaan mempunyai 5 alternatif jawaban, yaitu sebagai berikut :

STS	=	Sangat Tidak Setuju
TS	=	Tidak Setuju
N	=	Netral
S	=	Setuju
SS	=	Sangat Setuju

VARIABEL MOTIVASI KERJA

NO.	PERTANYAAN	STS	TS	N	S	SS
		1	2	3	4	5
1.	Situasi lingkungan sekolah yang bersih dan menyenangkan adalah daya pendorong saya dalam melaksanakan suatu pekerjaan.					
2.	Saya selalu memiliki kemauan kerja yang tinggi untuk mencapai kesuksesan dalam bekerja.					
3.	Saya selalu melaksanakan tugas kewajiban sebagai guru secara baik dan tepat waktu.					
4.	Saya selalu mendapatkan kesempatan ikut berpartisipasi dalam menentukan tujuan yang ingin dicapai oleh atasan.					
5.	Jika atasan memberikan pelatihan untuk membentuk keterampilan para guru, saya selalu mengikuti pelatihan tersebut untuk meningkatkan keterampilan saya dalam kegiatan belajar dan mengajar di kelas.					

VARIABEL DISIPLIN KERJA

NO.	PERTANYAAN	STS	TS	N	S	SS
		1	2	3	4	5
1.	Saya selalu disiplin dan hadir tepat waktu, selalu menjaga kerapian diri saat mengajar di kelas.					
2.	Saya selalu menggunakan peralatan sekolah dengan baik dan meletakkan sesuai tempatnya setelah digunakan.					
3.	Saya memiliki tanggung jawab yang tinggi dalam menjalankan setiap pekerjaan di sekolah.					
4.	Saya adalah orang yang selalu taat terhadap aturan kerja yang diperintahkan oleh atasan.					
5.	Saya selalu mematuhi segala sanksi dan hukuman apabila telah melakukan kesalahan.					

VARIABEL KINERJA

NO.	PERTANYAAN	STS	TS	N	S	SS
		1	2	3	4	5
1.	Sebelum kegiatan belajar di kelas dimulai, saya selalu membuat perencanaan dan persiapan mengajar dalam bentuk Rencana Pelaksanaan Pembelajaran (RPP).					
2.	Saya selalu berusaha dan siap dalam penguasaan materi yang akan diajarkan di dalam kelas.					
3.	Saya selalu berusaha dalam penguasaan metode dan strategi mengajar secara profesional.					
4.	Saya selalu memberikan tugas-tugas kepada siswa sesuai dengan Rencana Pelaksanaan Pembelajaran (RPP).					
5.	Saya selalu memberikan penilaian dan evaluasi kepada siswa setelah saya memberikan materi di ruang kelas.					

TERIMA KASIH

Lampiran 3

UJI VALIDITAS DAN REALIBILITAS MOTIVASI KERJA

Guru Sertifikasi

```

CORRELATIONS
/VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 TOTALX1
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.
    
```

Correlations



Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	TOTALX1
X1.1	Pearson Correlation	1	,228	,228	,221	,283	,546**
	Sig. (2-tailed)		,157	,157	,170	,077	,000
	N	40	40	40	40	40	40
X1.2	Pearson Correlation	,228	1	,286	,327*	,275	,716**
	Sig. (2-tailed)	,157		,074	,039	,086	,000
	N	40	40	40	40	40	40
X1.3	Pearson Correlation	,228	,286	1	,145	,275	,671**
	Sig. (2-tailed)	,157	,074		,370	,086	,000
	N	40	40	40	40	40	40
X1.4	Pearson Correlation	,221	,327*	,145	1	,076	,502**
	Sig. (2-tailed)	,170	,039	,370		,639	,001
	N	40	40	40	40	40	40
X1.5	Pearson Correlation	,283	,275	,275	,076	1	,648**
	Sig. (2-tailed)	,077	,086	,086	,639		,000
	N	40	40	40	40	40	40
TOTALX1	Pearson Correlation	,546**	,716**	,671**	,502**	,648**	1
	Sig. (2-tailed)	,000	,000	,000	,001	,000	
	N	40	40	40	40	40	40

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

```

RELIABILITY
/VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 TOTALX1
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/SUMMARY=TOTAL.

```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	40	100,0
	Excluded ^a	0	,0
	Total	40	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,743	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	37,28	5,384	,463	,733
X1.2	37,05	4,613	,602	,686
X1.3	37,05	4,715	,544	,698
X1.4	37,25	5,372	,401	,737
X1.5	37,45	4,818	,524	,705
TOTALX1	20,68	1,507	1,000	,595

Guru Non Sertifikasi

```

CORRELATIONS
/VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 TOTALX1
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.
  
```

Correlations

		Correlations					
		X1.1	X1.2	X1.3	X1.4	X1.5	TOTALX1
X1.1	Pearson Correlation	1	,367*	,452**	,464**	,629**	,826**
	Sig. (2-tailed)		,020	,003	,003	,000	,000
	N	40	40	40	40	40	40
X1.2	Pearson Correlation	,367*	1	,062	,253	,368*	,599**
	Sig. (2-tailed)	,020		,702	,115	,019	,000
	N	40	40	40	40	40	40
X1.3	Pearson Correlation	,452**	,062	1	,329*	,360*	,686**
	Sig. (2-tailed)	,003	,702		,038	,022	,000
	N	40	40	40	40	40	40
X1.4	Pearson Correlation	,464**	,253	,329*	1	,161	,614**
	Sig. (2-tailed)	,003	,115	,038		,320	,000
	N	40	40	40	40	40	40
X1.5	Pearson Correlation	,629**	,368*	,360*	,161	1	,713**
	Sig. (2-tailed)	,000	,019	,022	,320		,000
	N	40	40	40	40	40	40
TOTALX1	Pearson Correlation	,826**	,599**	,686**	,614**	,713**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	
	N	40	40	40	40	40	40

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).


```

RELIABILITY
/VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 TOTALX1
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/SUMMARY=TOTAL.

```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	40	100,0
	Excluded ^a	0	,0
	Total	40	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,768	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	35,73	8,153	,776	,715
X1.2	35,38	8,497	,480	,749
X1.3	35,45	7,946	,565	,729
X1.4	35,50	8,821	,528	,752
X1.5	35,70	8,523	,642	,736
TOTALX1	19,75	2,551	1,000	,702

UJI VALIDITAS DAN REALIBILITAS DISIPLIN KERJA

Guru Sertifikasi

CORRELATIONS

```

/VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 TOTALX2
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.
    
```

Correlations



Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	TOTALX2
X2.1	Pearson Correlation	1	,087	,282	,202	,280	,602**
	Sig. (2-tailed)		,593	,078	,211	,081	,000
	N	40	40	40	40	40	40
X2.2	Pearson Correlation	,087	1	,421**	,087	,089	,559**
	Sig. (2-tailed)	,593		,007	,593	,585	,000
	N	40	40	40	40	40	40
X2.3	Pearson Correlation	,282	,421**	1	,282	,225	,709**
	Sig. (2-tailed)	,078	,007		,078	,162	,000
	N	40	40	40	40	40	40
X2.4	Pearson Correlation	,202	,087	,282	1	,280	,602**
	Sig. (2-tailed)	,211	,593	,078		,081	,000
	N	40	40	40	40	40	40
X2.5	Pearson Correlation	,280	,089	,225	,280	1	,605**
	Sig. (2-tailed)	,081	,585	,162	,081		,000
	N	40	40	40	40	40	40
TOTALX2	Pearson Correlation	,602**	,559**	,709**	,602**	,605**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	
	N	40	40	40	40	40	40

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

```

RELIABILITY
/VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 TOTALX2
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/SUMMARY=TOTAL.

```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	40	100,0
	Excluded ^a	0	,0
	Total	40	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,740	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	37,97	6,897	,480	,713
X2.2	37,90	6,964	,423	,722
X2.3	38,40	6,708	,619	,693
X2.4	37,97	6,897	,480	,713
X2.5	38,10	6,913	,488	,713
TOTALX2	21,15	2,079	1,000	,585

Guru Non Sertifikasi

```

CORRELATIONS
/VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 TOTALX2
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.
  
```

Correlations

		Correlations					
		X2.1	X2.2	X2.3	X2.4	X2.5	TOTALX2
X2.1	Pearson Correlation	1	,304	,494**	,436**	,454**	,735**
	Sig. (2-tailed)		,057	,001	,005	,003	,000
	N	40	40	40	40	40	40
X2.2	Pearson Correlation	,304	1	-,047	,326*	,169	,561**
	Sig. (2-tailed)	,057		,774	,040	,297	,000
	N	40	40	40	40	40	40
X2.3	Pearson Correlation	,494**	-,047	1	,226	,503**	,618**
	Sig. (2-tailed)	,001	,774		,161	,001	,000
	N	40	40	40	40	40	40
X2.4	Pearson Correlation	,436**	,326*	,226	1	,607**	,737**
	Sig. (2-tailed)	,005	,040	,161		,000	,000
	N	40	40	40	40	40	40
X2.5	Pearson Correlation	,454**	,169	,503**	,607**	1	,791**
	Sig. (2-tailed)	,003	,297	,001	,000		,000
	N	40	40	40	40	40	40
TOTALX2	Pearson Correlation	,735**	,561**	,618**	,737**	,791**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	
	N	40	40	40	40	40	40

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

RELIABILITY

```
/VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 TOTALX2  
/SCALE('ALL VARIABLES') ALL  
/MODEL=ALPHA  
/SUMMARY=TOTAL.
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	40	100,0
	Excluded ^a	0	,0
	Total	40	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,765	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	36,68	8,789	,681	,737
X2.2	36,28	8,461	,412	,754
X2.3	36,50	8,513	,506	,741
X2.4	36,48	8,461	,668	,726
X2.5	36,55	7,946	,719	,705
TOTALX2	20,28	2,563	1,000	,687

UJI VALIDITAS DAN REALIBILITAS KINERJA

Guru Sertifikasi

```

CORRELATIONS
/VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.5 TOTALX3
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.
    
```

Correlations



Correlations

		X3.1	X3.2	X3.3	X3.4	X3.5	TOTALX3
X3.1	Pearson Correlation	1	,090	,282	,225	-,012	,519**
	Sig. (2-tailed)		,581	,078	,162	,941	,001
	N	40	40	40	40	40	40
X3.2	Pearson Correlation	,090	1	,147	,150	,435**	,651**
	Sig. (2-tailed)	,581		,367	,356	,005	,000
	N	40	40	40	40	40	40
X3.3	Pearson Correlation	,282	,147	1	,163	,121	,582**
	Sig. (2-tailed)	,078	,367		,315	,457	,000
	N	40	40	40	40	40	40
X3.4	Pearson Correlation	,225	,150	,163	1	,138	,565**
	Sig. (2-tailed)	,162	,356	,315		,395	,000
	N	40	40	40	40	40	40
X3.5	Pearson Correlation	-,012	,435**	,121	,138	1	,591**
	Sig. (2-tailed)	,941	,005	,457	,395		,000
	N	40	40	40	40	40	40
TOTALX3	Pearson Correlation	,519**	,651**	,582**	,565**	,591**	1
	Sig. (2-tailed)	,001	,000	,000	,000	,000	
	N	40	40	40	40	40	40

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

RELIABILITY

```
/VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.5 TOTALX3  
/SCALE('ALL VARIABLES') ALL  
/MODEL=ALPHA  
/SUMMARY=TOTAL.
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	40	100,0
	Excluded ^a	0	,0
	Total	40	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,724	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X3.1	37,80	6,626	,388	,710
X3.2	37,50	6,103	,523	,678
X3.3	37,38	6,394	,452	,696
X3.4	37,50	6,462	,435	,700
X3.5	37,48	6,358	,461	,694
TOTALX3	20,85	1,926	1,000	,515

Guru Non Sertifikasi

```

CORRELATIONS
/VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.5 TOTALX3
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.
  
```

Correlations

		Correlations					
		X3.1	X3.2	X3.3	X3.4	X3.5	TOTALX3
X3.1	Pearson Correlation	1	,329*	,376*	,458**	,419**	,671**
	Sig. (2-tailed)		,038	,017	,003	,007	,000
	N	40	40	40	40	40	40
X3.2	Pearson Correlation	,329*	1	,531**	,614**	,339*	,761**
	Sig. (2-tailed)	,038		,000	,000	,032	,000
	N	40	40	40	40	40	40
X3.3	Pearson Correlation	,376*	,531**	1	,862**	,486**	,824**
	Sig. (2-tailed)	,017	,000		,000	,001	,000
	N	40	40	40	40	40	40
X3.4	Pearson Correlation	,458**	,614**	,862**	1	,479**	,871**
	Sig. (2-tailed)	,003	,000	,000		,002	,000
	N	40	40	40	40	40	40
X3.5	Pearson Correlation	,419**	,339*	,486**	,479**	1	,711**
	Sig. (2-tailed)	,007	,032	,001	,002		,000
	N	40	40	40	40	40	40
TOTALX3	Pearson Correlation	,671**	,761**	,824**	,871**	,711**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	
	N	40	40	40	40	40	40

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).


```

RELIABILITY
/VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.5 TOTALX3
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/SUMMARY=TOTAL.

```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	40	100,0
	Excluded ^a	0	,0
	Total	40	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,795	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X3.1	35,55	11,536	,589	,774
X3.2	35,15	10,695	,679	,751
X3.3	35,28	11,333	,783	,759
X3.4	35,23	11,153	,839	,752
X3.5	35,20	11,292	,633	,766
TOTALX3	19,60	3,426	1,000	,813

```
T-TEST GROUPS=Status_Guru(1 2)
/MISSING=ANALYSIS
/VARIABLES=VAR00001 VAR00002 VAR00003
/CRITERIA=CI (.95) .
```

T-Test

Group Statistics

	Status_Guru	N	Mean	Std. Deviation	Std. Error Mean
Motivasi Kerja	Guru Sertifikasi	40	20,68	1,228	,194
	Guru Non Sertifikasi	40	19,75	1,597	,253
Disiplin Kerja	Guru Sertifikasi	40	21,15	1,442	,228
	Guru Non Sertifikasi	40	20,28	1,601	,253
Kinerja	Guru Sertifikasi	40	20,85	1,388	,219
	Guru Non Sertifikasi	40	19,60	1,851	,293



Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Motivasi Kerja	Equal variances assumed	1,625	,206	2,904	78	,005	,925	,319	,291	1,559
	Equal variances not assumed			2,904	73,157	,005	,925	,319	,290	1,560
Disiplin Kerja	Equal variances assumed	,042	,838	2,568	78	,012	,875	,341	,197	1,553
	Equal variances not assumed			2,568	77,162	,012	,875	,341	,197	1,553
Kinerja	Equal variances assumed	,687	,410	3,418	78	,001	1,250	,366	,522	1,978
	Equal variances not assumed			3,418	72,318	,001	1,250	,366	,521	1,979



Lampiran 4

NILAI-NILAI r PRODUCT MOMENT

N	Taraf Signif		N	Taraf Signif		N	Taraf Signif	
	5%	1%		5%	1%		5%	1%
3	0.997	0.999	27	0.381	0.487	55	0.266	0.345
4	0.950	0.990	28	0.374	0.478	60	0.254	0.330
5	0.878	0.959	29	0.367	0.470	65	0.244	0.317
6	0.811	0.917	30	0.361	0.463	70	0.235	0.306
7	0.754	0.874	31	0.355	0.456	75	0.227	0.296
8	0.707	0.834	32	0.349	0.449	80	0.220	0.286
9	0.666	0.798	33	0.344	0.442	85	0.213	0.278
10	0.632	0.765	34	0.339	0.436	90	0.207	0.270
11	0.602	0.735	35	0.334	0.430	95	0.202	0.263
12	0.576	0.708	36	0.329	0.424	100	0.195	0.256
13	0.553	0.684	37	0.325	0.418	125	0.176	0.230
14	0.532	0.661	38	0.320	0.413	150	0.159	0.210
15	0.514	0.641	39	0.316	0.408	175	0.148	0.194
16	0.497	0.623	40	0.312	0.403	200	0.138	0.181
17	0.482	0.606	41	0.308	0.398	300	0.113	0.148
18	0.468	0.590	42	0.304	0.393	400	0.098	0.128
19	0.456	0.575	43	0.301	0.389	500	0.088	0.115
20	0.444	0.561	44	0.297	0.384	600	0.080	0.105
21	0.433	0.549	45	0.294	0.380	700	0.074	0.097
22	0.423	0.537	46	0.291	0.376	800	0.070	0.091
23	0.413	0.526	47	0.288	0.372	900	0.065	0.086
24	0.404	0.515	48	0.284	0.368	1000	0.062	0.081
25	0.396	0.505	49	0.281	0.364			
26	0.388	0.496	50	0.279	0.361			